

SALARY TABLE 2020-GX (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND NO LOCALITY PAYMENT
FOR AREAS OUTSIDE THE UNITED STATES
EFFECTIVE JANUARY 2020

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.36	\$ 9.68	\$ 9.99	\$ 10.30	\$ 10.61	\$ 10.79	\$ 11.10	\$ 11.41	\$ 11.42	\$ 11.71
	O	14.04	14.52	14.99	15.45	15.92	16.19	16.65	17.12	17.13	17.57
2	B	10.53	10.78	11.13	11.42	11.55	11.89	12.23	12.57	12.91	13.25
	O	15.80	16.17	16.70	17.13	17.33	17.84	18.35	18.86	19.37	19.88
3	B	13.79	14.17	14.55	14.93	15.32	15.70	16.08	16.47	16.85	17.23
	O	20.69	21.26	21.83	22.40	22.98	23.55	24.12	24.71	25.28	25.85
4	B	15.48	15.91	16.33	16.76	17.19	17.62	18.05	18.48	18.91	19.34
	O	23.22	23.87	24.50	25.14	25.79	26.43	27.08	27.72	28.37	29.01
5	B	17.80	18.28	18.76	19.24	19.72	20.20	20.68	21.16	21.64	22.13
	O	26.70	27.42	28.14	28.86	29.58	30.30	31.02	31.74	32.46	33.20
6	B	18.76	19.30	19.84	20.37	20.91	21.45	21.98	22.52	23.05	23.59
	O	28.14	28.95	29.76	30.56	31.37	32.18	32.97	33.78	34.58	35.39
7	B	20.26	20.85	21.45	22.04	22.64	23.23	23.83	24.42	25.02	25.62
	O	30.39	31.28	32.18	33.06	33.96	34.85	35.75	36.63	37.32	37.32
8	B	21.11	21.77	22.43	23.09	23.75	24.41	25.07	25.73	26.39	27.05
	O	31.67	32.66	33.65	34.64	35.63	36.62	37.32	37.32	37.32	37.32
9	B	22.59	23.32	24.05	24.78	25.51	26.24	26.96	27.69	28.42	29.15
	O	33.89	34.98	36.08	37.17	37.32	37.32	37.32	37.32	37.32	37.32
10	B	24.88	25.68	26.48	27.29	28.09	28.89	29.69	30.50	31.30	32.10
	O	37.32	37.32	37.32	37.32	37.32	37.32	37.32	37.32	37.32	37.32
11	B	26.45	27.33	28.21	29.10	29.98	30.86	31.74	32.62	33.50	34.39
	O	37.32	37.32	37.32	37.32	37.32	37.32	37.32	37.32	37.32	37.32
12	B	31.70	32.76	33.82	34.88	35.93	36.99	38.05	39.10	40.16	41.22
	O	37.32	37.32	37.32	37.32	37.32	37.32	38.05	39.10	40.16	41.22
13	B	37.70	38.96	40.21	41.47	42.73	43.98	45.24	46.50	47.76	49.01
	O	37.70	38.96	40.21	41.47	42.73	43.98	45.24	46.50	47.76	49.01
14	B	44.55	46.04	47.52	49.01	50.49	51.98	53.46	54.94	56.43	57.91
	O	44.55	46.04	47.52	49.01	50.49	51.98	53.46	54.94	56.43	57.91
15	B	52.40	54.15	55.90	57.64	59.39	61.14	62.89	64.63	66.38	68.13
	O	52.40	54.15	55.90	57.64	59.39	61.14	62.89	64.63	66.38	68.13

NOTE: "Law enforcement officers" (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are entitled to special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.